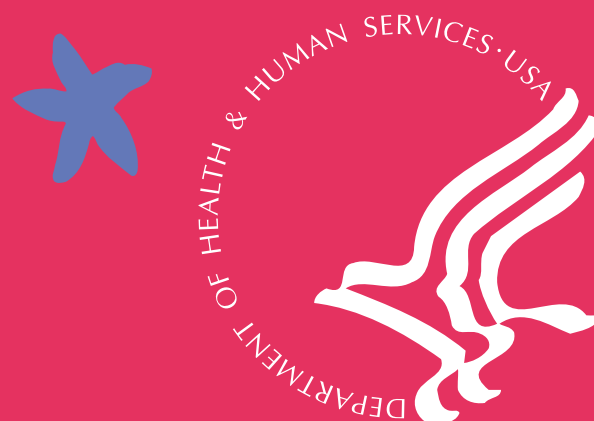




GATEWAYS TO PREVENTION




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The Fourteenth
National Conference
on Child Abuse and Neglect
March 31-April 5, 2003

COMMISSIONER'S AWARD BOOK



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DEPARTMENT OF HEALTH & HUMAN SERVICES

Administration for Children and Families
Administration on Children, Youth and Families
330 C Street, S.W.
Washington, D.C. 20447

Message from the Commissioner

It is a great pleasure to welcome you to the 2003 Commissioner's Award Ceremony. The Commissioner's Award recognizes those who have made outstanding contributions to the field of child protection.

The individuals featured in this publication have demonstrated a strong personal commitment to improving the well-being of children and families within their States and communities. All Commissioners' Award recipients serve as role models to those who work on a daily basis to eliminate child abuse and neglect.

The theme of this year's conference, "*Gateways to Prevention*," proclaims exactly what the Commissioner's award honorees are doing each day: challenging existing assumptions about how to prevent child maltreatment and opening their minds to the broad range of strategies available to protect children and support families and communities. They reaffirm our belief in the resilience of the American spirit and its power to bring renewed energy and commitment to securing the future of our nation's children and families.

It is important that we take this opportunity to recognize the contributions of these award recipients. Each honoree has been successful in demonstrating that individual efforts can make a significant difference in the life of a child when these efforts are coupled with determination, cooperation, and compassion.

On behalf of the Administration on Children, Youth and Families, I applaud the contributions of each honoree, and all those persons within their States and communities who have supported and contributed to their efforts.

A handwritten signature in cursive script that reads "Joan E. Ohl".

Joan E. Ohl
Commissioner
Administration on Children, Youth and Families



INTRODUCTION

The Commissioner's Award Ceremony is a highlight of our national conference on child abuse and neglect. It provides us with an opportunity to reflect on the achievements of exceptional people from across the United States who have made outstanding contributions to the field. Through their efforts, local communities and entire states have made major strides in helping to ensure that all children can be safe in strong families who love and protect them from harm. In some instances, the influence of these award recipients has extended nationally and even internationally.

All those being recognized at the Commissioner's Award Ceremony have had the honor of being nominated by the Governors of their respective states as worthy recipients of this prestigious award. This year, 52 states and territories have selected honorees. Among them are 28 women, 22 men, the Sisters of San Augustin del Coqui, and a shelter program. These honorees work as professionals and volunteers and at times in both capacities. Many are social workers and protective service workers serving on the front line and as supervisors and administrators. We also honor a Governor, a First Lady, an Assistant Attorney General, a police lieutenant along with judges, physicians, teachers, and media representatives. Nancy Fitzgivens, an Ohio child welfare caseworker who died after being attacked during a home visit, is honored posthumously.

This is a most special group of people: all are advocates and leaders in their field. Some have worked to change laws governing child maltreatment. Many are innovators who have started new programs and changed the service delivery systems in their communities. Others have excelled in the direct service and support they provide to children and families in need. Our honorees reflect the complexity of the field and the spirit of interdisciplinary cooperation. We congratulate them on their achievements and feel confident they will continue to make major contributions to the cause of protecting our nation's children from abuse and neglect.

ALASKA

Lisa B. Nelson, J.D.
Assistant Attorney General
Department of Law
Human Services Section
1031 West 4th Avenue,
Suite 200
Anchorage, AK 99501-1194



For many years a passionate, articulate, and tireless advocate on behalf of children who have been abused or neglected, Lisa Nelson's advocacy has extended from the courtroom, where she has represented Alaska's child protection agency in presenting cases on behalf of children, to the halls of Alaska's legislature. She has facilitated shaping improvements into Alaska's laws and advocated effectively for the resources needed to protect children and heal families. Ms. Nelson, who has held a position with the Department of Law for 19 years, has devoted 13 of those years to litigating child protection cases personally and supervising others. In addition, she offers the advantage of her expertise in a legal class she teaches for new child protection social workers and has served as members of the Governor's Child Protection Review Team in 1997 and the Governor's Commission on Child Protection in 2002. Instrumental in passing new legislation and implementing new laws that move faster to protect children and provide families with assistance to resolve problems that put children at risk, Ms. Nelson stays focused on the need for the child protection system to act with constant consideration of the needs of children and their sense of time. Further, Ms. Nelson has assumed a leadership role in an interdisciplinary effort to improve the policies, procedures, and practices of the child welfare and justice systems in order to move children who have languished in foster care into permanent homes and to make the child protection and justice systems more responsive and more effective in protecting the interests of children and assisting families. Ms. Nelson acts as a key advocate in public forums to inform the broader citizenry about child abuse and neglect, the laws governing our systems of child protection, the need for resources, and the responsibilities of all citizens. She articulately and effectively uses her daily experience over many years to illustrate key points, to explain the processes, and to humanize the statistics that otherwise might fail to gain proper attention.

AMERICAN SAMOA

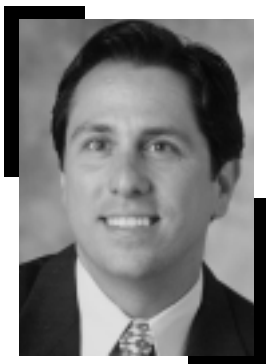
Tuamaoe Iakopo
Child Protective Services
Caseworker
Department of Human
and Social Services
American Samoa
Government
PO Box 997534
Utulei, AS 96799



For a decade, Tuamaoe Iakopo has dedicated herself to providing the best service possible to protect the children of American Samoa from abuse and neglect. Ms. Iakopo energetically takes on all new cases, responding with a most positive attitude whenever her assistance is required. Since 1994, Ms. Iakopo has worked as a child protection caseworker for the Department of Human and Social Services. Her tasks range from intakes with initial reporters of child abuse and neglect to psychosocial assessments designed to substantiate or disprove allegations of child abuse and neglect. To answer any questions the judge may have concerning a case, Ms. Iakopo appears in court with legal counsel. Following this initial phase of her responsibilities, Ms. Iakopo continues by monitoring the child's progress during the provision of rehabilitative services until the termination of child protection services and the subsequent safe reunification of the child with his or her natural family. The exemplary service of Tuamaoe Iakopo truly deserves recognition.

ARIZONA

Gene D'Adamo
Vice President
Community Relations
The Arizona Republic
200 E. Van Buren Street
Phoenix, AZ 85004



Gene D'Adamo, a champion on behalf of child abuse prevention for many years, serves as Vice President of Community Relations for *The Arizona Republic*, the nation's 15th largest newspaper. In this capacity, Mr. D'Adamo is responsible for administering corporate and foundation contributions and managing community relations and outreach programs. He also oversees the employee volunteer program, the newspaper's public service advertising component, and internal communications. Under his direction, *The Republic* has become one of Arizona's premiere corporate philanthropic givers, generating more than \$33 million in the past eight years to support local charities. Child Abuse Prevention is a core focus area that *The Republic* supports. Mr. D'Adamo helped initiate The Child Abuse Prevention License Plate program, a unique public-private partnership with the Governor's Community Policy Office, Division for Children. He played a critical role in the passage of the bill by testifying at the state legislature and working with *The Republic's* news and editorial departments to create public awareness and support. Through this program, *The Arizona Republic* Charities contributes a 50 cents-on-the-dollar match for every license plate purchased. Those funds then are distributed to primary prevention programs throughout Arizona. In addition, The Republic provides public service advertising to promote the sale of the plates as well as funding for campaign administration. More than 27,000 plates have been purchased, and over \$1,000,000 has been generated to support primary child abuse prevention programs throughout Arizona since the program's inception in 2000.

ARKANSAS

Consevilla James, L.C.S.W.
Executive Director
Treatment Homes, Inc.
PO Box 1400
Little Rock, AR 72203



Consevilla James has devoted her professional life and her personal energies to improving the lives of maltreated children in Arkansas. She is the founder of Treatment Homes, Incorporated (THING), which is the first therapeutic foster care program in Arkansas as well as the state's first therapeutic foster care program to be accredited through the Council on Accreditation (COA). As an active member of the Statewide Assessment Team for the Child and Family Services Review (CFSR), Ms. James has assisted the Division of Children and Family Services (DCFS). She acts in the capacity of an ex-official member of the legislative Children and Youth Subcommittee that oversees the partnership between DCFS and the Arkansas State Police, which assumes responsibility for the intake and investigation of reports of suspected child maltreatment. Ms. James established the Therapeutic Foster Care Providers Association in Arkansas and continues to participate actively in the annual state Foster Parent Conference.

CALIFORNIA

Larry M. Leaman
Director of Social Services
(Retired)
County of Orange
888 N. Main Street
Santa Ana, CA 92701-3518



After 21 years, Larry Leaman recently retired as the Director of Orange County's Social Services Agency, a position which made him responsible for the operation of a county agency of 3700 employees who provide an array of social services, including child protection, child welfare, and child abuse prevention. When the federal government first made family preservation and support funding available to the states a decade ago, and California, in turn, made that funding available to the 58 California counties, Mr. Leaman developed a strategy of putting these funds to work by developing the capacity of the community to support families and, in so doing, to prevent child abuse and neglect. Under his direction, a plan to develop a community collaborative was developed, approved, and implemented, launching the prevention agenda. The concept of collaboratives blossomed into the development of 19 Family Resource Centers located in high risk neighborhoods of this high density urban county of three million residents. When the California voters approved a tax on tobacco products in order to fund services to children up to age five, and their families, the Family Resource Centers in Orange County were quickly identified as the platform from which to launch additional prevention-focused services. The recognition, commitment and momentum to prevent child abuse and neglect, and in doing so make our communities healthier and safer for all, is strong in Orange County thanks largely to Larry Leaman. Extending the scope of his vision to the state level, Mr. Leaman accepted an appointment from the Director of the California Department of Social Services, on behalf of the Governor, to serve on the Stakeholders Group to help implement a statutory mandate to review and make recommendations for redesigning California's child welfare services system. Mr. Leaman has been a strong supporter of the Stakeholders efforts to ensure that child abuse prevention and family support services are incorporated as fundamental elements in the planning for California's redesigned system. Clearly, Larry Leaman's positive impact on Orange County extends throughout California.

COLORADO

Donald C. Bross, J.D., Ph.D.

Director of Education
and Legal Counsel
Kempe Children's Center
1825 Marion Street
Denver, CO 80218



A pioneer in the prevention and treatment of child abuse, specifically in the area of legal issues and legal representation for children, Donald C. Bross has played a significant role in the development of Colorado's child protection programs and laws. His State and Regional Consultation Team (START) provides much needed multidisciplinary consultation to Colorado's child protection professionals and those from other states regarding complex child abuse cases. The efforts of Dr. Bross in Colorado benefit the rest of the country; and, similarly, his national and

international efforts benefit Colorado. For example, first a co-founder of the National Association of Counsel for Children (NACC), Dr. Bross subsequently served as a board member as well as in the capacities of President and Secretary. In 2000, he received the first Distinguished Service Award for NACC at the 23rd national conference. Dr. Bross has been active with the International Society for the Prevention of Child Abuse and Neglect (ISPCAN) and served as Secretary of the Organizing Committee and co-chaired the Scientific Committee for the 14th International Congress on Child Abuse. He was the 1994 recipient of the ISPCAN Distinguished Service Award at the 10th International Congress, Kuala Lumpur, Malaysia. Dr. Bross has edited or written eight books and monographs and has authored over 70 articles, chapters, and other publications on child abuse and neglect. He currently serves on the Editorial Board of the *Journal of the Center for Families and Children and the Courts* and as a contributing editor for *SCAN Newsletter, Child Abuse Section, American Academy of Pediatrics*. Dr. Bross is particularly interested in the effects and limitations of law in protecting children and establishing health policy in general, as well as the issues of law, ethics, and social factors in health care. At the top of his list of ongoing interests is the development of pediatric law.

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

Christine F. Halloran
School Teacher/Foster Plant
Division of Youth Services
PO Box 501000
Saipan, MP 96950



Originally from New York, Ms. Christine Halloran traveled thousands of miles to live and work on Saipan, an island country in the Commonwealth of the Northern Mariana Islands (CNMI). She now teaches at the Islands William S. Reyes Elementary School. In 1992, only two months after her arrival on Saipan, Ms. Halloran became involved with the Division of Youth Services (DYS), a government youth and family serving agency in the CNMI. In her desire to help victims of child abuse and neglect, Ms.

Halloran accepted into her home a teenage girl whom she ultimately adopted a few years ago. From thereon, her destiny appears to be marked as she continued to share her home and heart with children needing foster homes. Believing in these children and seeing the good in every situation sustained her through the tough and challenging times she has experienced as a foster parent. Ms. Halloran attributes her interest in helping children to her mother's influence and her personal faith. As a child, she often was surrounded by disadvantaged children her mother brought into their home to care for and shelter. Currently, Ms. Halloran is a foster mother to a boy who entered her home two years ago, needing the warmth, patience, and love of a caring person. Today, a once dispirited young boy now looks at life with hope and light in his eyes. There is a need to mention briefly about the foster care system in the CNMI in order to get a greater appreciation of the extent of Ms. Halloran's services to victims of child abuse and neglect. With limited resources in the community, DYS experiences difficulties in securing foster homes that would fulfill the placement needs of children who had been removed from their homes due to abuse. Ms. Halloran is one of the few in the community to commit to the challenges of fostering children from dysfunctional homes. A compassionate and true advocate of the needs and rights of children, recently, the inspirational Ms. Halloran was chosen as Teacher of the Year by her school.

DELAWARE

Laura E. Pepper
Family Services Assistant II
Division of Family Services
Anna Shipley State
Service Center
350 Virginia Avenue
Seaford, DE 19973



For 20 years, Laura Pepper, a Family Service Specialist, has been making significant contributions to the lives of Delaware's most vulnerable citizens -- abused and neglected children. Ms. Pepper's record of service proves outstanding. She tutors elementary school students, chaperones Independent Living Weekends, coordinates the annual Adopt-a-Family holiday program, delivers Thanksgiving food baskets to the needy, and devotes countless hours of her own time representing the Division of Family Services at outreach events, fairs, and other activities. Ms. Pepper has

devoted special attention to the needs of foster children and shines in her ability to talk with them, demonstrate concern, and facilitate their future success. She has helped numerous foster children prepare for exams, apply for college, and participate in their senior prom festivities. Former foster children often bring their children by the office to meet Ms. Pepper, expressing their appreciation for the wonderful role model she provided during a difficult time in their lives. Her skill and professionalism have made a significant difference in the lives of abused and neglected children in Delaware. Always one to roll up her sleeves, Ms. Pepper is the acknowledged computer database and network expert for her region. She serves as the resource for many contacts with internal and external groups, which benefit the performance of the Division of Family Services work unit. Recently, Ms. Pepper received the Division of Family Services Employee of the Year Award, the Delaware Children's Department Employee of the Year Award, and the State of Delaware Award for Commitment and Excellence in State Service. Ms. Pepper's dedication to the children, foster parents, and clients the Children's Department serves cannot be overstated. Through all of her efforts, Ms. Pepper embodies the commitment of the Children's Department vision: "Think of the Child First."

DISTRICT OF COLUMBIA

Fred Taylor
Executive Director
(Retired)
For Love of Children
124 S. Street, NW
Washington, DC 20001



For 37 years, Fred Taylor has served the children, youth, and families of the District of Columbia. A founding volunteer of For Love of Children (FLOC), Mr. Taylor became its first and only Executive Director in 1965 and has led FLOC's development from a volunteer church-based, foster care movement with one staff to a multi-service agency with a staff of over 120 and a budget of more than \$10 million. FLOC operates educational, recreational, and social service programs, which include: a full-day learning center and after-school neighborhood tutoring programs; foster care; transitional housing for homeless families; outdoor youth leadership training; home visitation and training of young, overburdened, first-time mothers; birth parent and foster parent training; and public advocacy. FLOC programs serve more than 1,000 children and families annually. Mr. Taylor is co-founder, past president, and current board member of the D.C. Consortium for Child Welfare, which has unified the District's diverse nonprofit foster care, adoption, and family service agencies into a potent force for child welfare reform. He co-founded the Columbia Heights/Shaw Family Support Collaborative, which has quickly become a major city leader in building neighborhood capacity to protect children, strengthen families, and prepare youth for a quality future. Mr. Taylor serves as a board member of the Children's Trust, which channels federal and private funds and technical assistance toward the prevention of child abuse and neglect. He has served eight years on the Mayor's Advisory Committee on Child Abuse and Neglect and was named "Public Citizen" of 1992 by the National Association of Social Workers, Metro D.C. chapter. Published in January 1999, his book *Roll Away the Stone* tells about his more than 30 years of work with children and families in Washington. In January 2002, the *Washingtonian Magazine* named Fred Taylor as **Washingtonian of the Year**.

FLORIDA

Kristen Guerrise

Family Services Counselor
Department of
Children and Families
District 10
1801 West Sample Road
Third Floor
Pompano Beach, FL 33064



Kristen Guerrise, a family services counselor who focuses on the prevention and treatment of child abuse and neglect, truly proves an exemplary representative of the Florida Department of Children and Families. In one notable case, she succeeded in her effort to reunite a parent and a child for a family who had been in the system since the child's birth, nearly three years. Ms. Guerrise's dedication and persistence on behalf of the family ultimately overcame the numerous obstacles presented by the many parties involved, by the Court, by the foster parents, and by a court appointed attorney ad litem. Consequently, the family was reunited and protective supervision terminated. Ms. Guerrise has been selected by the Department's program office to allow the media to shadow her in the field on two separate occasions. Her professionalism in representing the Department proves obvious both in her attitude and in her interview with the media. Recently, Ms. Guerrise has been given a Certificate of Appreciation by the Guardian Ad Litem Program for her efforts on behalf of abused and neglected children; highlighted in the November/December *Guardian Ad Litem Newsletter*; and commended for her performance beyond her duties, her enthusiasm, and her professionalism. The exemplary work of Ms. Guerrise represents a deep commitment to family preservation.

GEORGIA

Rachel M. Ewald

Founder/Chair
Foster Care Support
Foundation

3334 Trails End Road
Roswell, GA 30075

www.fosterparentsupport.org



Rachel Ewald, a Cobb County resident who is very involved with her community, is the founder of the Foster Care Support Foundation, an organization which serves foster children and their foster parents. Donated clothing is given free of charge to foster children. Operational since 2000, this nonprofit had its start in a trailer contributed by the Roswell United Methodist Church. As the donations increased, more space was needed, and the organization moved to a small store-like space. Such a setting encourages parents and children to browse and "shop" among the many new or only gently used items rather than to feel the part of hand-me-down recipients. This "for free" clothing center is the only known resource for at-risk foster children in Georgia.

GUAM

Alee Shelter

Catholic Social Services
Sister Nora Pat O'Flanigan
Sister Mary Carol McClenon
Address unlisted

Catholic Social Services uses the word "Alee," a nautical term meaning "shelter from the storm," to name the two shelters they operate: the Alee shelter to protect children from the "storm" of abuse or neglect; and the Alee Shelter to protect persons affected by the "storm" of domestic abuse/violence. Operational since 1993, the Alee Children's Shelter provides safety and refuge for children affected by child abuse or neglect in the form of physical, emotional, or sexual abuse; failure to receive adequate food and nurturance; or exposure to a life-threatening situation. Children are placed at the shelter only under the authority of Child Protective Services (CPS). In an effort to interrupt the cycle of the child's learning pattern of violence and to promote healthy personality development, shelter staff teach alternative ways of expressing anger or displeasure other than hitting or destroying property. The Shelter also makes available therapeutic play; positive adult role models; and the opportunity to learn good housekeeping, hygienic health care, nutrition, parenting, and stress management skills. Staff assesses the children's development and encourages play activities designed to promote acquisition of age-appropriate physical and cognitive skills. Better communication skills, building self esteem, and enhancing knowledge of self-worth help the youth to improve their interpersonal relationships. During fiscal year 2001-2002, the Alee Shelter for Children served 58 children representing a wide range of ethnic backgrounds. Alee networks with Public Health, Superior Court/Client Services, the Guam Police Department, the Department of Mental Health and Substance Abuse, Guam Memorial Hospital, Erica's House, Navy Family Services, and CPS. The Family Violence Shelter, which was opened in 1981, is the only shelter on Guam specifically designed for the protection of persons affected by domestic abuse/violence. Adult females, with or without children, who have been abused by a spouse, intimate partner, or other individual as a result of family disturbance, are admitted upon referral or self-referral on a voluntary basis. The Shelter also serves as a safe refuge for victims of rape and other sexual assault.



HAWAII

Victoria L. Schneider, M.D.

Director
Kapi'olani Child At-Risk
Evaluation (CARE) Program
1314 South King Street
Suite 415
Honolulu, HI 96814



Victoria Schneider, a child abuse pediatrician in Honolulu, launched the Child At-Risk Evaluation Program (CARE) in partnership with the Department of Human Services, the University of Hawaii, the Honolulu Police Department, and local foundations. The mission of the CARE program is to provide comprehensive, coordinated, and compassionate forensic health services to children who are victims and suspected victims of abuse and neglect. Since 1996, Dr. Schneider has devoted her professional career to the health needs of abused and neglected children.

An Assistant Professor of Pediatrics at the University of Hawaii John A. Burns School of Medicine, she supervises the training of pediatric residents in the area of child welfare. Dr. Schneider also lectures extensively on the issues of physical abuse, sexual abuse, neglect, and the health needs of foster children and has trained police, social workers, and community members both in Hawaii and Samoa. She has worked in the legislature to enact improvements in resources available to foster children and has developed medical protocols for children entering foster care. Dr. Schneider was named the Outstanding Child Advocate in Health in Hawaii in 2002 for her work in the field of child abuse.

IDAHO

Jan Leah Lamb, D.O.
Program Director
Children At-Risk
Evaluation Services
St. Luke's Regional
Medical Center
190 E. Bannock Avenue
Boise, ID 83712



Since moving to Idaho three years ago, the energetic, passionate, and committed Dr. Lamb has made a tremendous contribution toward the prevention and treatment of child abuse and neglect. Dr. Lamb came to Idaho well-qualified to be the Program Director of the Children at Risk Evaluation Services (CARES) Program at St. Luke's Regional Medical Center in Boise. Under Dr. Lamb's leadership, CARES has grown from a small child abuse clinic to a nationally recognized child advocacy center. She has written numerous papers and made literally hundreds of presentations to a diversity of audiences on topics of great relevance to the evaluation and treatment of abused and neglected children. Dr. Lamb serves on the Governor's Children at Risk Task Force, the Statewide Child Mortality Review Team, and the Department of Health and Welfare's Child and Family Services Self-Assessment Advisory Group. Some achievements since coming to Idaho include the development of a telemedicine consultation program with a CARES Program in Anchorage, the promotion of the multidisciplinary team approach to child abuse investigation, the CARES development of a well-child clinic for newly placed foster children, and CARES membership in the National Children's Alliance. Dr. Lamb regularly appears on television and radio with the goal of increasing the community's awareness of child abuse and neglect. She has served as an expert witness and consulting physician for any agency involved with child abuse and neglect. And, Dr. Lamb understands how frightening but how critical those first steps are in responding to a child who has been abused. Day or night, she is there to talk with the children, to listen to them, and to provide that all important single assessment to avoid further traumatization.

ILLINOIS

Roy A. Harley
Executive Director
Prevent Child Abuse Illinois
528 S. 5th Street
Suite 211
Springfield, IL 62701



Roy Harley serves as the Executive Director of Prevent Child Abuse Illinois, a statewide, nonprofit agency providing child advocacy, training and technical assistance, and public education related to child abuse and neglect. His contribution includes 25 years of experience and commitment in the field, including 17 years as Executive Director of the local Child Abuse Council in Moline, Illinois. Additionally, Mr. Harley has been involved actively in several state initiatives, including: Child Death Review Teams, the Citizens Advisory Committee on Child Abuse and Neglect, and the Health Families Illinois Steering Committee.

INDIANA

Gil Smith
Director
Carroll County Office of
Family and Children
Division of
Family and Children
6931 W. 300 North
PO Box 276
Delphi, IN 46923



Gil Smith directs his efforts on behalf of Indiana's children both locally and statewide. In his local community, Mr. Smith has been the Director of the Carroll County Office of Family and Children for five-and-one-half years. In that capacity, he has been a driving force in the effort to improve outcomes for children and families in his community. Mr. Smith also serves as the Chair of First Steps, the Vice-Chair of Step-Ahead, and as a Board member of both the Carroll County Young Men's Christian Association and the Carroll County Freedom Center. He devotes much time to serving on various statewide program planning committees, which include program improvement planning, concurrent planning, and legislative liaison. The efforts of Mr. Smith have had a significant impact: that is, positive changes for Indiana's children. Mr. Smith also assists other counties by performing peer reviews and providing input regarding improving and strengthening service delivery in many areas of Illinois. While serving on these committees, he focuses his efforts on advocating for children and families. His leadership skills and knowledge often lead to new requests for his participation. In addition to his dedication to children and families in his professional life, in the year 2000, Gil Smith and Janet, his wife, chose to become foster parents to two children, Alexis and Austin.

IOWA

Stephen Scott
Executive Director
Prevent Child Abuse Iowa
431 E. Locust Street
Suite 202
Des Moines, IA 50309



Stephen Scott, Executive Director of Prevent Child Abuse Iowa since 1996, is responsible for the management of three child abuse prevention programs that provide services in 83 of Iowa's 99 counties. These three programs – the ICAPP, the HOPES/Healthy Families, Iowa, and the Young Families Initiative – assisted over 10,000 families and 43,000 children last year. Mr. Scott advocates both legislatively and administratively on behalf of child abuse prevention. He also conducts and publishes research on child abuse issues and edits the office's quarterly newsletter, Together for Prevention. Also, in Iowa, Mr. Scott has been a senior research associate at the Child and Family Policy Center. Prior to Iowa, Stephen Scott served as a staff attorney and later deputy director of the Minnesota Disability Law Project in Minneapolis from 1977 to 1991; as a staff attorney for Lehigh Valley Legal Services in Easton, Pennsylvania; and as a project manager at the Urban Institute in Washington, D.C.

KANSAS

Joyce Ann Hibler
Healthy Start Home Visitor
Seward County Health
Department
103 W. 2nd Street
Liberal, KS 67901



What began for Joyce Hibler as a trial position at the request of her own daughter has become a study of the impact one person can make. Since joining the Seward County Health Department in 1989 as that county's Healthy Start Home Visitor, the compassion and commitment, the dedication and love of Ms. Hibler has been making a significant difference in the lives of thousands of newborns and their families. When it comes to babies, Ms. Hibler, identified by many as "the milk lady," always comes to the aid of families in need.

It is a common in winter to see her visiting motels and other sites to assure the well-being of her babies. Frequently, after a home visit, Ms. Hibler gathers staff together to brainstorm about ways to help the family. In addition to providing information on nutrition, breastfeeding, and Health Department programs and services, Ms. Hibler has proven to be an invaluable resource to many parents who are cut-off or live a great distance from extended family. For parents, she is someone to talk to and to ask questions and to share their concerns. Always willing to go that extra mile, Ms. Hibler has made the holidays a joyous occasion for families who otherwise would not have the means to provide gifts and a special meal for their children. Her Kansas community along with her peers recognize and appreciate Ms. Hibler's work. She has been the feature of numerous newspaper articles, has been honored by area civic , and has been asked by other health departments to train and assist their new Healthy Start visitors. The Seward County program has grown due to her efforts. Required to see at least 200 babies a year, Ms. Hibler extends herself to try to visit each new baby in the county. She has built a strong network of support for new parents and their babies.

KENTUCKY

Carol E. Jordan, M.S.

Executive Director
Governor's Office of
Child Abuse and

Domestic Violence Services
State Capitol

Room 146, 700 Capitol Avenue
Frankfort, KY 40601



With an unwavering vision, an extraordinary talent for long-range planning, and an unmatched persistence, Carol E. Jordan has been instrumental in the development of Kentucky's 15 regional Children's Advocacy Centers (CACs), helping to ensure the safety of children throughout the Commonwealth. Several points illustrate her tenacity and dedication to this worthy goal. Through her role as Executive Director of the Governor's Office of Child Abuse and Domestic Violence Services, Ms. Jordan established a critical support system at the local, county, and state levels;

she paved the way for local relationships among community partners through training initiatives involving the Cabinet for Families and Children, law enforcement agencies, prosecuting attorneys, and the Department for Mental Health and Mental Retardation Services; she worked closely with the Department of Medicaid Services to develop a reimbursement system that recognizes child sexual abuse examinations as a legitimate health care need; she initiated a joint effort between the Governor's Office of Child Abuse and Domestic Violence, the Governor's Office of Technology, and the Kentucky Association of Children's Advocacy Centers, creating a statewide client data system that allows for the uniformity of client and case tracking information that is collected throughout the 15 CACs and connecting all 15 CACs to the Kentucky Information Highway; she spearheaded statewide training to enhance the forensic interviewing of children throughout Kentucky; and she provided mentoring and direct support for each region's CAC director through organizational, systemic, and developmental challenges, always pushing to set a higher standard of excellence. Ms. Jordan's efforts have enabled founding CAC directors to stay focused, "stick to the plan," and successfully achieve goals set for their communities. She has done all this with a respect for and commitment to the children of Kentucky.

LOUISIANA

Marketa Garner Gautreau
President and
Chief Executive Officer
Prevent Child Abuse Louisiana
733 E. Airport Avenue
Suite 101
Baton Rouge, LA 70806



Marketa Garner Gautreau, the President and Chief Executive Officer of Prevent Child Abuse Louisiana, has led Louisiana's child abuse prevention efforts for the past seven years. The organization has grown rapidly under her leadership with the opening of seven regional offices across the state and a budget increase from slightly over \$400,000 in 1996 to \$1.7 million in 2003. With her guidance and supervision, prevention programs have grown in communities throughout Louisiana, providing services to children and families, public awareness and media campaigns, as well as the statewide parenting support line, Kidline. Ms. Gautreau has worked diligently to raise the level of advocacy efforts on the part of Louisiana organizations. A well-respected voice at the Capitol as she advocates on behalf of children, she serves on numerous government appointed task forces and commissions in addition to the Children's Cabinet Advisory Board. As a result of the advocacy efforts of Prevent Child Abuse Louisiana, under Ms. Gautreau's leadership, 67 child protection worker positions were saved in the last fiscal year budget cuts. For the past year, Ms. Gautreau has led the organization in its effort to create a Louisiana Platform for Children and Youth for the upcoming Governor's race. This is the first platform ever produced centered solely on the issues surrounding areas of child welfare. The project has been a statewide effort and culminates with a debate between the candidates in the fall. The 2003 race for Governor has drawn over one dozen candidates. With no formal statewide voice or lobby group for the well-being of children, Prevent Child Abuse Louisiana has stepped up to speak for the 1,219,799 Louisiana children and youth who cannot vote in the election. A grassroots effort engaging all regions of the state, the Louisiana Platform has received tremendous response in both the public and private sectors. Ms. Gautreau's vision, courage, and bold leadership serve as the cornerstone for such unprecedented work on behalf of Louisiana's children. Her tireless dedication offers Louisiana's children hope for a brighter future.

MAINE

Kimberly Johnson

Director

Office of Substance Abuse
Department of Behavioral and
Developmental Services

#159 State House Station
Augusta, ME 04333-0159



Notable about Kimberly Johnson, the Director of the Office of Substance Abuse in the Department of Behavioral and Developmental Services, is her unfailing commitment to make substance abuse services more accessible and effective for the clients of Maine's child welfare system. By forming a strong partnership with the Maine Department of Human Services, Bureau of Child and Family Services, community-based provider agencies, and the University of Maine, Muskie School of Public Policy, Ms. Johnson has been instrumental in creating

innovative approaches to intervention in child abuse and neglect cases in families where substance abuse also is present. One innovation places a substance abuse specialist in a district child welfare office that has experienced a dramatic rise in the abuse of prescription medications by adults who then abuse and neglect their children. Another innovation is the development of Safe and Sober Homes for families who need housing and support to stay together. The adults obtain both substance abuse services as well as other services as they work to maintain sobriety. Ms. Johnson's commitment to improved services for families receiving child welfare services stems from her earlier work in the capacity of Director of the Crossroads Substance Abuse Treatment Program, which struggled to provide quality services to parents who needed assistance both in managing their substance abuse issues and in functioning as caring and protective parents. In this setting, Ms. Johnson came to understand that these issues are interconnected and must be dealt with at the same time and with equal urgency if children are to be adequately protected from harm.

MARYLAND

Lt. Richard L. Cage
Detective Sergeant
(Retired)
Montgomery County
Police Department
7300 Calhoun Place
Suite 300
Rockville, MD 20855



Detective Sergeant Richard L. Cage had been assigned to the Child Abuse/Sexual Offense Unit for 18 of his 25 years as a police officer in the Montgomery County, Maryland, Police Department. He has conducted over 1,000 child abuse investigations and has interviewed over 3,000 children. In this capacity, Detective Cage has made significant contributions to forensic interviewing of young children. His knowledge, skills, and abilities in helping children who have been maltreated have resulted in countless arrests and prosecutions, preventing repeated perpetration of these crimes on other children. Recognized nationally for his skills as a trainer in the field, Detective Cage has conducted numerous workshops on investigative techniques for child sexual abuse cases throughout the United States and abroad. He served as a member of the Surgeon General's Planning Committee for the Development of Protocol on Child Abuse, headed by Dr. C. Everett Koop, and as a member of the Board of the American Professional Society on the Abuse of Children. Always willing to share his knowledge and skills with children of all ages and adults, he consistently provides training to various community organizations and frequently in a volunteer capacity. Recently, Detective Cage received recognition for developing a middle school informational tool designed to help individuals enhance their safety when dating and when home alone. A contributing author to Dr. Susan Sgroi's book, entitled *Vulnerable Populations*, his chapter "Criminal Investigation of Child Sexual Abuse" provides a comprehensive guideline on the criminal investigation of child sexual abuse cases. A unique individual who has made innumerable, outstanding contributions to improving the lives of abused and neglected children without thought of reward or recognition, Detective Cage has served on the front-line with compassion and dedication.

MASSACHUSETTS

Amy Darling, M.S., L.S.W.

Social Worker III

Massachusetts Department of

Social Services

Whitinsville Area Office

185 Church Street

Whitinsville, MA 01588



After receiving her undergraduate and graduate degrees from Anna Maria College in Paxton, Massachusetts, Ms. Darling began her employment with the Department of Social Services as a social worker responsible for handling general child welfare cases. In 1999, she joined the Area's Assessment Unit, utilizing her skills and experience in providing thorough and timely assessments of families' strengths and needs. Ms. Darling began her service as a child abuse and neglect investigator in February of 2000. She is highly regarded by her peers in the Area Office and in the

Blackstone Valley community. Always willing to take responsibility for some of the most high profile and difficult child abuse cases in the area, her work with these complex cases has been exemplary. Ms. Darling's involvement in a recent case situation illustrates her sound judgment and professional practice. While making a home visit in a multi-family apartment building, a strong gas odor was detected. Ms. Darling proved instrumental in evacuating the residents of the building to safety. Subsequently, the local fire department determined that the building was at risk of igniting. The Department applauds her heroism in the face of such difficult circumstances. In addition to her assigned duties, Ms. Darling also is active as a volunteer trainer for the Court Appointed Special Advocates (CASA) program. She and her husband recently submitted an application to be considered as adoptive parents for a child in need of a permanent home. Massachusetts applauds Ms. Darling for her commitment, her professionalism, and her significant contributions to improve the lives of the abused and neglected children served by the Department.

MINNESOTA

Esther Wattenberg

Professor and Associate
School of Social Work
Center for Advanced Studies
in Child Welfare
Center for Urban and
Regional Affairs
University of Minnesota
330 Hubert Humphrey Center
301 19th Avenue South
Minneapolis, MN 55455



Professor Esther Wattenberg is recognized in Minnesota and across the country for her continuing efforts to understand and influence the forces that place children at risk of maltreatment. Throughout her career, Professor Wattenberg has worked tirelessly on behalf of children: consulting with individual social workers, orchestrating forums and workshops, or advocating at the legislature. Over ten years ago, Professor Wattenberg became concerned about the lack of training for social workers to work with abused and neglected children and their families.

She sought a unique combination of private and public funding to establish the Center for Advanced Studies in Child Welfare in the University of Minnesota School of Social Work. The Center focus is to recruit social workers who will remain committed to working in the field of child welfare and particularly to recruit social workers of color. In the ten-year history of the Center, Professor Wattenberg raised over \$22 million and has helped over 220 students learn to become social workers who are committed to working in the public child welfare sector. Social workers from the Somali and Hmong communities as well as African-American, Native American, and Hispanic workers have graduated from the School of Social Work and act as strong advocates for the prevention of child abuse and neglect. As an academic, Professor Wattenberg has pursued numerous research efforts to provide useful information to practitioners. In all of her research endeavors, she strives to identify the issue and generate information to illuminate it and then works passionately to make changes that will improve services and assist social workers in bettering the lives of children. Countless children in Minnesota continue to benefit from Professor Wattenberg's unwavering and tireless advocacy.

MISSISSIPPI

**The Honorable
John N. Hudson**
County Youth Court and
County Judge
Adams County Court
PO Box 1371
Natchez, MS 39121-1371



The Honorable John N. Hudson, Adams County Judge for the past nineteen years, has been a tireless leader in the state of Mississippi for all issues involving youth. Judge Hudson has implemented numerous programs to assist the Youth Court and the general community, contributing to the establishment of the following: the Court Appointed Special Advocate for Abused and Neglected Children (CASA) Program in 1991; the Adolescent Offender Program, which serves delinquent youth who would otherwise be sent to Reform School; the first Juvenile Drug Court in Mississippi; the development of the Pendleton Therapeutic Group Home for Adolescent Boys; the \$315,000 three-year Title V Delinquency Prevention Grant for Adams County; the four-year \$580,000 Families First Resource Center Grant; the \$300,000 three-year Mississippi Alliance for Prevention of Alcohol and Drugs Grant; the \$247,000 three-year Juvenile Accountability Incentive Block Grant; and a three-year Arts in Detention Grant. The Judge supervises a Resource Center, stocked with \$20,000 worth of books and videos on family issues and offering parenting classes for parents of delinquent and abused and neglected children. He serves as the driving force on numerous professional and court-related committees, including: The Adams County Committee for the Prevention of Child Abuse, the Coalition of Children and Youth, the Mississippi Conference of County Court Judges, and the Mississippi Council of Youth Court Judges. Judge Hudson acts as the advocate before the Mississippi Legislature, particularly on issues involving mental health, abuse, neglect, and delinquency. He has been chosen the Outstanding Judge of the Year by the Mississippi Association of Court Appointed Special Advocates for Abused and Neglected Children and as the Most Distinguished Juvenile Justice Professional by the Mississippi Juvenile Justice Advisory Committee. The Judge attributes his motivation to "his faith" and further explains that early on in his life he made a connection with children and youth and has since strived, as circumstances occurred, to promote the physical, emotional, and spiritual life of children whenever able.

MISSOURI

Bill Heberle

Executive Director
Missouri Children's Trust Fund
1719 Southridge
PO Box 1641
Jefferson City, MO 65102-1641



Bill Heberle's career of service to children began in 1980 when he joined the 26th Judicial Circuit of Missouri as a Deputy Juvenile Officer responsible for handling a combined caseload of children who were abused and neglected and juvenile offenders. His many achievements over the years include: the creation of a child safety and vandalism prevention program for elementary school children; and the expansion of a grant-in-aid program entitled Juvenile Court Diversion, which made \$ 6.6 million available to local juvenile courts annually to develop community-based programs and divert youth from formal commitment to the Division of Youth Services (DYS). He also served as the Division's legislative liaison during the passage of the 1995 Juvenile Crime Bill and Safe Schools Act. In 1998, Mr. Heberle joined the Children's Trust Fund, a state and nonprofit agency whose purpose is to prevent child abuse and neglect through public education campaigns and the funding of grants to local communities. Since assuming the Executive Director's role, Mr. Heberle has introduced a new user-friendly grant application process that has been utilized to distribute over \$6 million in prevention grants to Missouri's communities over the last three years. A relationship builder both with other state agencies and private organizations, Mr. Heberle continues to be innovative in using collaborative efforts to leverage funding from various sources to more effectively and efficiently support children and families. He has directed numerous public education campaigns, which address such critical issues as shaken baby syndrome. Proven an innovator both as a practitioner providing needed services in the field as well as an administrator providing effective leadership, Mr. Heberle often brings humor and a smile into the work place even at times when the issues at hand can be most difficult. Bill Heberle clearly demonstrates an ongoing commitment and compassion both personally and professionally to helping better the lives of Missouri's youth and their families.

MONTANA

Jason Larson
Social Worker
Child and Family
Services Division
DPHHS/CFSD
26 Main Street
Roundup, MT 59072



Jason Larson, a child protective services caseworker in rural Roundup, Montana, excels in overcoming the most challenging obstacles of rural environments, including the lack of external resources, small town resistance to state and federal initiatives, and the need to demonstrate expertise in a wide variety of social work tasks. Mr. Larson shines in all areas of Child Protective Services (CPS) work. He demonstrates a natural ability to quickly establish trust and credibility with his clients as well as serves as an ideal role model of parent, social worker, and community citizen and does so consistently and with a contagious and endearing attitude and sense of humor. One of the first to promote Family Group Decision Making (FGDM) as a new state CPS practice initiative, he immediately recognized FGDM as an important tool for gathering and applying all resources available to assist a family in helping themselves. Mr. Larson is a credit to his peers, community partners, the Department, and the children and families he serves on a daily basis.

NEBRASKA

JoAnn LeBaron
Foster Care Review Board
521 South 14th
Lincoln, NE 68508



JoAnn LeBaron has dedicated a great deal of her energy and life to making a difference for abused and neglected children. She has done so as a private citizen, creating opportunities without the strictures often imposed by titles and employment situations. A nurse by profession, she and her husband have made a very personal contribution by providing foster care for 33 children, adopting 4, and becoming legal guardians of 1. One of Ms. LeBaron's earliest "public" contributions came when she discovered that children living at the Nebraska Center for Children and Youth were required to wear uniforms at all times. Perceiving this requirement to be a constant reminder to all that these were "institutional" children, she both changed the requirement and raised funds to purchase "real" clothes. Identifying the need for foster parents to join together for support, Ms LeBaron brought together foster parents in the Lincoln area, eventually becoming Nebraska's first statewide foster parent association. Recognizing a broader system need, Ms. LeBaron is one among a small group of people who developed the concept of a citizen board to review cases of all children in out-of-home placement. The group convinced legislators of the benefits children would experience from such review, and the Foster Care Review Board was statutorily created in 1992. Since that time, the Board has become a distinct force for children in Nebraska. Additionally, Ms. LeBaron has worked at the federal level to help formulate the Adoption and Safe Families Act of 1997 (ASFA). Instrumental in creating the Friends of Foster Children Foundation, this nonprofit organization raises funds to help children in foster care by purchasing items or services that sweeten and improve the quality of their lives. JoAnn LeBaron emerges as a unique individual who has devoted her entire adult life to working for the good of children at a personal as well as state and national levels.

NEVADA

Donna Coleman

President

Children's Advocacy Alliance

2245 N. Green Valley Parkway

Henderson, NV 89014



Donna Coleman serves as the President of the Children's Advocacy Alliance in Clark County, Nevada, which is a voluntary position for this nonprofit organization that performs community outreach, advocates for the passage of child-friendly legislation, and prepares an annual "report card" on legislators and children each year. This agency raised over \$1.1 million to build and furnish the Children's Advocacy Building in Las Vegas, which houses the Child Advocacy Center. Victim sensitive interviews of sexually abused children occur in this setting. The

Alliance also founded the Diligent Search Center in the Clark County Court Building, which searches for relatives of children living in foster care who may be placement options. Ms. Coleman also serves as co-chair of the Committee for the Protection of Children, as appointed by Governor Guinn. This Committee distributes funds to agencies involved in child abuse prevention projects. Ms. Coleman also is a Western State Leader for the Child Welfare League of America and has been asked by the League to represent Nevada in setting a national legislative agenda for children's issues. Donna Coleman, an enthusiastic, tireless advocate on behalf of children, takes the lead on many projects and injects her energy and persistence into others thus assuring their implementation. Always willing to confront a child welfare issue head-on, Ms. Coleman does not rest until a satisfactory resolution is achieved. The children of Nevada live better because Donna Coleman's home is here.

NEW JERSEY

Penny Pinsker
Director of Public Affairs
WWOR-TV, UPN 9
9 Broadcast Place
Secaucus, NJ 07096



The efforts of Penny Pinsker, the Director of *WWOR-TV, UPN-9* Community Affairs and Special Projects, on behalf of children serve as an excellent example of successful collaboration between public and private sectors to promote public awareness of the problem of child abuse and neglect and to demonstrate the ways individuals and communities can work together to nurture and protect children. As a member of the New Jersey Task Force on Child Abuse and Neglect and the Association for Children of New Jersey (ACNJ) Board of Trustees, she has advocated for legislation and policies to protect and expand the rights of children. Ms. Pinsker has used her extensive media experience and position to create public education campaigns and materials for parents and the community. In her capacity as the executive producer of programming for *WWOR-TV*, she has been responsible for award-winning programs informing the public about the needs of children and also has authored the popular *WWOR-TV* resource directories: "Missing Children," "Adolescent Drug and Alcohol Abuse," and "Sexual Abuse of Children." Ms. Pinsker's appointment to the New Jersey Task Force on Child Abuse and Neglect has provided a vital role in securing television air time for public service announcements developed by the Task Force. Under Ms. Pinsker's leadership, the Task Force Communication Subcommittee, in cooperation with the New Jersey Parent Teachers Association, developed an annual statewide poster contest for children in kindergarten through sixth grade designed around a theme to help build self-esteem and positive relationships. Ms. Pinsker currently is developing a new public awareness campaign: "A Person Who Cares Can Prevent Child Abuse." An outstanding advocate for children, Penny Pinsker provides a vital link to television and print media, which has proven to be a valuable resource in fulfilling our mission to educate the public about the needs of children and families as well as the responsibility of government and individuals to nurture and protect all children.

NEW MEXICO

Angela Vachio

Executive Director
PB & J Family Services, Inc.
1101 Lopez, SW
Albuquerque, NM 87105



Angie Vachio, co-founder of the Peanut Butter & Jelly (PB&J) Therapeutic Preschool and Executive Director of PB&J Family Services, Inc., headquartered in Albuquerque, New Mexico, has dedicated her life to protecting children at-risk of abuse and neglect. Founded in 1972, the Peanut Butter & Jelly Therapeutic Preschool is a family-focused child abuse prevention program, which uses interactive parenting to help families develop the skills to provide safe and loving homes for their children. It has evolved from a volunteer organization into a nationally accredited, comprehensive family services agency with programs in five counties in central New Mexico. Under Ms. Vachio's leadership, PB&J is one of the few agencies in the United States to have developed effective programs to serve the children of incarcerated parents. PB&J's ImPACT program, operational in four New Mexico correctional facilities, is designed to re-unify children with their incarcerated parents and to re-establish the family unit once the incarcerated parent is released. In 2001, the National Institute of Corrections selected PB&J as one of only five agencies nationwide to receive a grant to develop a model system of care for children whose parents are incarcerated. In the year 2002, Ms. Vachio received an honorary Doctor of Humane Letters from the University of New Mexico in recognition of her achievements in serving children and families.

NEW YORK

**The Honorable
George E. Pataki**
Governor
State Capitol
Albany, NY 12224



Since becoming Governor, George E. Pataki has been instrumental in expanding the protections afforded to New York's abused and neglected children and has served as a strong advocate for prevention programs designed to alleviate the risk of child abuse and neglect. Governor Pataki signed into law the Elisa's Law Child Protective Services Reform Act of 1996. Named after a six-year-old girl who died of repeated abuse, Elisa's Law allows child protective service workers access to records of previous allegations of abuse or neglect, thus facilitating their effort to identify potential patterns of abuse, to conduct more complete investigations, and to make better informed decisions about risks to children. To further institutionalize the Governor's commitment to protecting children, he enacted Chapter 136 of the Laws of 1999, commonly referred to as the Governor's Child Abuse Prevention and Treatment Act (CAPTA) bill. This legislation provides parameters for multidisciplinary investigation teams, child fatality review teams, and Citizen Review Panels. Since 1995, Governor Pataki has allocated \$9.6 million dollars for local initiatives to ensure that local Child Protective Services, law enforcement, prosecution, and medical professionals work in a coordinated and collaborative manner to reduce further trauma to victims of child abuse and neglect. In the area of child abuse prevention, Governor Pataki has been instrumental in developing and expanding the Healthy Families New York Program, a voluntary program providing systematic assessment of pregnant women and new parents for risks that may lead to child abuse and poor health/development outcomes. Since the program began in 1995, over 9000 families, representing 61 different nationalities, have been served, and 250,000 home visits have been provided. Governor Pataki also has been supportive of prevention programs funded through the Children and Family Trust Fund. Since the Governor has been in office, the Trust Fund has provided close to \$7 million dollars to 39 programs to support innovative prevention programs to combat child abuse and to offer support services to victims of domestic violence.

NORTH CAROLINA

John W. Shore
Director, Guilford
County Department
of Social Services
PO Box 3388
Greensboro, NC 27455



As a local Director of Social Services for Guilford County, North Carolina, John Shore has consistently focused his attention on the needs of children in his local community as well as those of all children. Since assuming the position of Director in 1998, the number of Guilford County children in legal custody has dropped from 892 in August 1998 to the current 506. In the past two fiscal years, Guilford County successfully has led the state in terms of the number of adoptions finalized: 305 children have been placed in permanent homes. Mr. Shore has served as chair of the

North Carolina Association of County Director's Children Services Committee for the past two years. Through his leadership, he has supported the state in directing its focus on outcome measures and better performance indicators for child welfare services. He proved instrumental in the development and implementation of a statewide structured decision-making process in child welfare. Mr. Shore recognizes the value of community and other stakeholders in the protection of children. His agency, as part of North Carolina's Casey Initiative, led community building efforts with the Southside Neighborhood in High Point and the Eastside Park Neighborhood in Greensboro. Guilford County is one of ten counties involved in the Multiple Response Approach for Child Protective Services. This effort encourages more community involvement in service provision, provides a different approach for responding to child protective services reports, and works toward keeping families in poverty out of the child welfare system and safe in their homes and communities.

NORTH DAKOTA

Beth A. Haseltine
Executive Director
Rape and Abuse
Crisis Center
PO Box 2984
Fargo, ND 58108-2984



Beth Haseltine, Executive Director of the Rape and Abuse Crisis Center for 13 years, leads with passion and compassion this private, nonprofit agency dedicated to serving victims of domestic violence and sexual assault. Ms. Haseltine has served on the North Dakota Alliance for Children's Justice since 1990 as a member of the Steering Committee and as co-chair of the Prevention Committee of this state multi-disciplinary Task Force. Under her guidance, two statewide Child Sexual Abuse Prevention Summits have been held.

Each of these summits gathered over 300 persons to work on the development and implementation of the North Dakota Plan for the prevention of child sexual abuse. Ms. Haseltine has directed her energy to leading the Task Force and the citizens of North Dakota toward the fulfillment of a vision, that is: every adult feels an equal weight for the daily care and protection of all children; and, therefore, every North Dakota child is safe from sexual abuse. Ms. Haseltine exemplifies the energy, wisdom, and commitment needed in the effort to eliminate the sexual abuse of children.

OHIO

Nancy Fitzgivens
Child Welfare Caseworker
Franklin County
Children's Services
547 E. 11th Avenue
Columbus, OH 43211



For her entire life, Nancy Fitzgivens dreamed of becoming a social worker. Marriage and three children delayed but did not deter her dream. At age 50, Ms. Fitzgivens obtained her degree, concluding a ten-year educational journey. In 1999, excited to be hired by Franklin County Children Services to do child protection work, she became a social worker. Ms. Fitzgivens loved her job and the children with whom she worked, carrying their pictures with her along with the photos of her own children. She provided quality service to her families, helping them stay together or reunite; welcomed the tough cases, devoting extra attention to them; and sought with determination to locate relatives to care for those children who needed to leave home. Ms. Fitzgivens struggled for reunification ... and, when that was not possible, she worked for permanent custody and a new permanent family. Tragically, all ended on October 16, 2001, the day Nancy Fitzgivens died after being attacked while making a home visit. At her memorial service, hundreds overflowed the church. Ms. Fitzgivens is honored by a scholarship in her memory for a social work student at Ohio State University, by donations given to Children Services for its Holiday Wish Program, by a memory quilt signed by her colleagues and friends, and by various plaques and other tributes.

OKLAHOMA

The Honorable Glenn Dale Carter

District Judge (Retired)
23rd Judicial District
718 W. Washington Street
Tecumseh, OK 74873



Glenn Dale Carter epitomizes dedication to the protection of children. Judge Carter, who has devoted his adult life to legal justice, is known for both his strict interpretation of the law in all matters and his "zero tolerance" of anything less than full dedication to the protection of children. He is an innovator in the area of juvenile justice. Judge Carter founded the Juvenile Behavior Council to increase communication and thus improve services among the many agencies providing services to children. He established Hope House, a special shelter for "at-risk" children. Judge Carter recruited

a community activist to work with him to establish the Court Appointed Special Advocate program and helped to train the volunteers of Pottawatomie County as well as others statewide. The most recent of Judge Carter's visions for helping children and youth was realized in 1996 with the opening of the Unzner Child Advocacy Center, a high tech center for underage victims of physical and sexual abuse. As a result of its innovations in juvenile and family services, Pottawatomie County has drawn national attention and been selected as a test site for Safe Haven, a revolutionary approach to helping families in crisis. Funded by the National Center for Addiction and Substance Abuse at Columbia University in New York, Safe Haven takes a holistic approach to rehabilitating parents and reuniting families damaged by drugs and alcohol. Joe Califano, the Center's Chair and former U.S. Secretary of Health, Education and Welfare cited Judge Carter as the key factor in selecting Pottawatomie County as a site.

OREGON

Don Darland
President
Oregon State Foster
Parent Association
38183 Highway 226
Scio, OR 97374



Don Darland's efforts to prevent child abuse and neglect are inspiring as are his significant volunteer efforts in the community to address the problems of child maltreatment and his outstanding contributions to improving the lives of abused or neglected children. For 12 years, Mr. Darland has been a foster parent to over 50 children ranging in age from birth through adolescence. His belief in the importance of relationships is evident in the close connection he maintains with many of his foster children after they leave his home. Mr. Darland also has worked with birth parents to enable them to maintain the bond with their children while in placement. For one birth mother, he provided the opportunity to spend up to six hours daily in his home in order to care for her infant who was at risk for Sudden Infant Death Syndrome. Perceived as a humble and gracious individual who always focuses on the good in others and strives to help people bring out the best in themselves, Mr. Darland advocates for the needs of children through his involvement with numerous boards and committees: Current President and Past Vice-President of the Oregon Foster Parent Association; Past President of the Linn County Foster Parent Association; member, Linn County Commission on Children and Families; Chair, Children's Justice Act Task Force; member, Children, Adults, and Families Advisory Board. In addition, he manages to work for Portland State University, providing consultation and training services for foster parents. Mr. Darland advocates on behalf of abused and neglected children and foster parents with the Oregon legislature and the governor's office. With his boundless positive outlook, the inspirational Mr. Darland has contributed much of his life to helping others.

PENNSYLVANIA

Dennis Stager
CPS Supervisor
Tioga County Human
Services Agency
PO Box 766
Wellsboro, PA 16901



Dennis Stager, the Child Protective Services Supervisor for the Tioga County Human Services Agency for 21 years, is totally dedicated to the prevention of child maltreatment. Actively providing direct child protective care services for almost 29 years, he consistently resists moving out of direct service work when approached for promotion to management positions. Mr. Stager, known as the expert in Child Protective Services among Agency staff and throughout Tioga County, has assisted in a wide variety of child abuse investigations, including: abuse rings, cult activities, camp leader abuse, and a case involving the death of a child. Often, he serves as the first point of contact for police, the courts, school personnel, and clients. All trust his expertise as well as his ability to handle cases professionally and always in the best interest of the families. Assuring children's safety is of primary importance to Mr. Stager. He teaches caseworkers how to complete accurate assessments to meet the needs of all child and adult family members and the perpetrators of abuse, the quality skills necessary to limit placement of children and to promote permanency, and the best practices for on-call situations. Appreciating the importance of involving the community in prevention activities, Mr. Stager serves as a trainer for Mandated Reporting for various organizations, and participates regularly in radio and newspaper campaigns and speaks publicly to civic organizations about child abuse and its prevention. He also serves as a member of the Tioga County Domestic Violence Task Force. Mr. Stager's work in Child Protective Services is much, much more than a job to him. It is a lifetime commitment to keeping children safe.

PUERTO RICO

**Hermanas
San Agustin del Coqui**
San Agustin del Coqui, Inc.
PO Box 25
Aguas Buenas, PR 00703-0025

The Sisters of San Agustin del Coqui have worked with minors rescued from abuse by Law 342 since 1995. An essential entity in the community, their goal is to prevent a second repetition of abuse. To realize this objective, the Sisters provide education workshops for the minors who have been recently rescued. Workshop objectives include teaching the minors: the social skills for making friends; how to identify and connect with stable persons, who will serve as a source of support in different environments; ways to maintain their self-esteem at a high level; and a path for breaking through the cycle of abuse and mistreatment. Program benefits are extended to the support networks of the minors, which include foster and biological parents, social workers, and other providers of services to the family. At the Administration for Families and Children, the Sisters have worked with more than 3,000 minors between the ages of 4 to 21 years. They address the crisis of separation along with the need for these minor children and youth to know what is happening and to realize they are not guilty. Reports of workshop discussions and collaborative meetings are used as a basis for recommendations and follow-up to facilitate the adjustment of each individual abused minor. Additionally, the Sisters operate a community library and offer orientation and counseling to youth. Throughout Puerto Rico, the importance and social impact of the work of the Sisters of San Agustin del Coqui on behalf of abused minors is recognized.



RHODE ISLAND

Heidi Brinig
Program Director
Families Together
Providence Children's Museum
100 South Street
Providence, RI 02903



Heidi Brinig, a true visionary, has changed the practice of public child welfare by creating an innovative museum-based experiential teaming experience to build parenting skills and to allow visitation between parents and children separated due to abuse/neglect/dependency. Ms. Brinig, who had worked with a child welfare population of children separated from their parents at a teaching hospital in Pennsylvania, identified the potential opportunity for an experiential teaming experience to be based in a museum, wondering if parental skill building could be enhanced in such a learning modality. Together with Janice O'Donnell, Executive Director of the Rhode Island's Children's Museum, she nurtured this revolutionary idea and proceeded to convince funding sources and the public child welfare agency that this idea could and would work. The program proposal included holding visitation at the Children's Museum instead of in visiting rooms in large municipal buildings. One component of the visits had Ms. Brinig meeting with the family to develop goals for each visit and measures of success. These visits would take place weekly over a period of twelve weeks. Ms. Brinig would accompany the family through the Museum and take advantage of teachable moments, i.e., for educating parents about child development, new and different ways of handling troublesome behaviors, and experiences for fun with their children. With the families knowledge, the Agency would receive periodic reports on their progress and recommendations for the likelihood of safely achieving permanency. The "Families Together" Program," initiated at the Children's Museum in 1992, continues to serve approximately 50 families a year with a staff of 10 and a budget now totaling \$348,000. Ms. Brinig's creative idea has become so successful as to have been recognized by the Department of Health and Human Services Children's Bureau in Washington as a "Promising Practice" for child welfare nationally.

SOUTH CAROLINA

Elizabeth G. Patterson
State Director (Retired)
South Carolina Department
of Social Services
1535 Confederate Avenue
Room 603
Columbia, SC 29201



When Elizabeth G. Patterson was appointed to be the State Director of the South Carolina Department of Social Services in 1998, she brought with her a vision for children, ideas for ways to improve the lives of our state's most vulnerable citizens, and a reputation as a child advocate. As a professor of law at the University of South Carolina School of Law, her vision already had led to the creation of the Children's Law Office, a resource center for South Carolina professionals who are involved in child maltreatment cases. Ms. Patterson has been directly and personally involved in drafting child welfare reform legislation, legislation adopted in large part because Ms. Patterson devoted considerable time to testifying before legislative committees and personally lobbying members of the South Carolina General Assembly. In her four years of service to the South Carolina Department of Social Services, Ms. Patterson has had a lasting impact: benefiting both the children of South Carolina, all the Department's workers, and particularly those who are directly involved with the protection of abused and neglected children. Her background in the area of Children's Law and knowledge of how that system can and does prevent effectively helping those children caught in the system gave her a unique insight as to the procedures that could be implemented to lessen the load of the courts. When Ms. Patterson became State Director, her first sweeping move was to acknowledge those workers on the front line in Child Protective Services by giving them an increase in salary, improving morale significantly through this demonstration of appreciation. She then instituted a plan of action that trains all department of Social Service workers – those in areas other than child protection – to possess the skills needed to assess safety and risk factors affecting children in the families they serve. This program emerges as part of Ms. Patterson's broader perspective of helping families to obtain the services they need with the fewest obstacles. Whether at the helm of the Department of Social Services or at the University of South Carolina School of Law, Ms. Patterson persists in her advocacy on behalf of the children of South Carolina.

SOUTH DAKOTA

Rich A. Kaplan, M.D.
Medical Director, Center on
Child Abuse and Neglect
University of South Dakota
School of Medicine
1305 W. 18th Street
Sioux Falls, SD 57117-5039



Dr. Rich Kaplan is the physician selected to conduct forensic medical assessments for Child's Voice, the first Child Advocacy Center established in South Dakota. Child's Voice provides forensic sexual and physical abuse exams and interviews of children and now offers its services to agencies and children within the eastern two-thirds of the state. Dr. Kaplan is in demand by state, federal, and private agencies as a consultant due to his expertise and work with abused and neglected children. In 2002, he joined with the South Dakota Department of Social Services in a collaborative effort

to create a program that provides specialized medical assessments for abused and neglected children who are placed in foster care in the Sioux Falls area. The assessment includes extensive physicals plus nutrition, mental health, and developmental screening. Additionally, Dr. Kaplan works with the South Dakota Department of Social Services on a Shaken Baby prevention program. He serves as the Medical Director of the Sioux Valley Hospital Suspected Child Abuse and Neglect Team/Family Support Team, which is a hospital-based multidisciplinary team in Sioux Falls; as the Medical Director for Children's Home Society, which is a residential treatment facility that serves abused and neglect children; and as a member of the state CASA Board. Previously, Dr. Kaplan served as a member of child protection teams in Marshall, Minnesota, and Yankton, South Dakota. His energy, contagious enthusiasm, and commitment truly benefit South Dakota's children and prove an immeasurably valuable resource for those who collaborate with him.

TENNESSEE

Trudy Weatherford

CPS Program Director

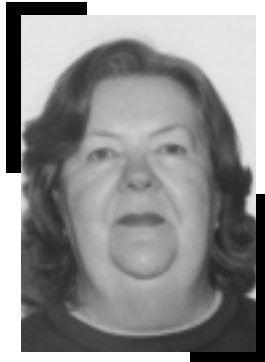
(Retired)

Tennessee Department of

Children's Services

5741 Barfield Circle

Memphis, TN 38120



When she retired in 2002, Trudy Weatherford concluded a vital career spanning a total of 35 years of advocacy on behalf of the needs of abused and neglected children. From her start in a unit investigating child abuse and neglect for the Tennessee Department of Human Services and later with the Tennessee Department of Children's Services, she has steadily held positions of increasing responsibility. While serving Shelby County as a Field Supervisor II, Ms. Weatherford proved instrumental in the development of many Title XX funded community-

based services, including the multidisciplinary family evaluation program at LeBonheur Center for Children and Parents. As Regional Social Services Supervisor, she held administrative responsibility for all services provided by the local Tennessee Departments of Human Services, including protective services, foster care, adoption, and day care services. Shortly thereafter, in the position of Social Service Field Consultant, Ms. Weatherford acted as the liaison for the state office to all West Tennessee regional offices. In her capacity of Program Manager in the state office, Ms. Weatherford was at the forefront and a leader in the statewide initiative to develop family preservation and family support services. Together with representatives from other agencies, she helped form and implement both the Hometies and the Healthy Start programs statewide in Tennessee. Throughout her exemplary career, Ms. Weatherford has consistently been a model for others. She has been particularly skillful in her ability to assess and determine the best course of action in the most difficult situations facing the Department. For 35 years, Ms. Weatherford has maintained a current knowledge base regarding child protective service issues and used this knowledge in the daily supervision of staff. Her keen problem-solving skills and no nonsense attitude rightfully has earned Ms. Weatherford the reputation as the person to go to when in need of strong leadership, guidance, and innovation.

TEXAS

Rose Martinez Orsborn

Regional Director

(Retired)

Texas Department of

Protective and

Regulatory Services

PO Box 23990

3635 S.E. Military Drive

San Antonio, TX 78223-0990



For over 27 years, Rose Martinez Orsborn has provided dedicated services to children and families who have suffered the effects of abuse and neglect. She began her career as a frontline Child Protective Services (CPS) caseworker in the Texas Department of Public Welfare. After 15 years of direct protective services work, including the positions of CPS supervisor and CPS program director, Ms. Orsborn served for two years as the program director for purchased services in the San Antonio region. In 1990, she was selected for her first administrative role and, ultimately, became the Region

08 Regional Director, the position she holds today. During her career as a leader for the San Antonio region, Ms. Orsborn has been responsible for a number of innovations and initiatives designed to improve services with available resources. One example is the CREST Project, a three-year kinship care demonstration project providing support, training, and financial assistance to relative caregivers. Ms. Orsborn, a collaborator, has been creative in her development of community resources and her ability to bring together partners to better serve families. Ms. Orsborn serves as an Executive Committee member of the National Association of Public Child Welfare Administrators, as an advisory board member of the National Resource Center for Child Maltreatment, and as an advisory committee member for the Interstate Compact on Placement of Children. Ms. Orsborn acts as a leader and mentor in the child protective services field. Identified by many in the community as the first person to call, Ms. Orsborn conveys encouragement and support to those around her. Her ongoing dedication and outstanding contributions in the field of child welfare in Texas deserve recognition.

UTAH

Richard J. Anderson, L.C.S.W.

Director
Division of Child and
Family Services
Utah Department of
Human Services
120 N. 200 West, #225
Salt Lake City, UT 84103



Richard Anderson, first as Deputy Director of the Division of Child and Family Services and then in the capacity of Director since May 2001, has taken the initiative to recreate the world of child welfare in Utah. He facilitated the development of the Milestone Plan, which was accepted by the Federal Court, helping to set high goals where there previously were no national standards. He brought together a team to facilitate moving forward the development of the Practice Model, which has led to the creation of new and better ways of working with children and families. In his quiet and determined style, Mr. Anderson has fought bravely with the legislature, the press, and the public to achieve better outcomes for children and families. He also has made a significant contribution to creating the trust necessary for stronger and more effective partnerships. Mr. Anderson has led the Division through several budget crises to workable, although not easy, solutions. He proficiently uses the Practice Model skills of engaging, teaming, assessing, planning, and intervening as he leads the Division of Child and Family Services in a direction that is positive, solution-focused and builds upon people's strengths. Mr. Anderson seeks and willingly accepts opportunities to educate, engage, and team with community leaders to build a better understanding of child welfare. Nationally, he is becoming known as a leader in the effort to build a child welfare system of care that engages the private sector and public agencies, families and employees in recognizing that they are a critical part of the "system of care," and that only by working together can great outcomes be achieved for the children of Utah.

VERMONT

Linda E. Johnson
Executive Director
Prevent Child Abuse Vermont
PO Box 829
Montpelier, VT 05601



Linda Johnson, the Executive Director of Prevent Child Abuse Vermont for 17 years, has been recognized throughout her tenure as the voice of child abuse prevention in the state. Under her leadership, Prevent Child Abuse Vermont has established and sustained a parent support self-help network. She has been a program innovator, as exemplified by the SAFE-T-2 signature program, a comprehensive sexual abuse primary prevention program established for the middle school. Additionally, the *Vermont's Parent Home Companion*, now in its 14th year, emerges as Prevent Child Abuse Vermont's most visible as well as a revenue-producing success. This 100 plus page guide proves more than a resource as it provides essential information that is widely used to support parents and organizations in their work. Prevent Child Abuse Vermont also participates in the National Family Support Roundtable. Worthy of note is the fact that Vermont is the only state to experience a significant reduction in child sexual abuse.

VIRGINIA

Lisa Collis

First Lady of Virginia
Commonwealth of Virginia
Executive Mansion
1 Capitol Square
Richmond, VA 23219



First Lady Lisa Collis, an advocate for the prevention of child abuse and the protection of children in Virginia, serves as the Honorary Chair for Prevent Child Abuse Virginia. In April 2002, she made the commitment to visit each of the 36 local Healthy Families sites in Virginia in order to "bring attention to the issue of child abuse to emphasize the importance and wisdom of prevention programs and to highlight the effectiveness of the Healthy Families initiative." Ms. Collis has contributed over a decade of service to the prevention of child abuse in various capacities: as a

Court Appointed Special Advocate (CASA) volunteer for Stop Child Abuse Now (SCAN) of Northern Virginia; as a member of the SCAN Board of Directors; and as a member of the SCAN Board's Executive Committee, serving as Secretary, Vice President, President, and Past President. As a CASA volunteer, Ms. Collis worked directly with children who had been abused or neglected. She represented the best interests of the children before the Juvenile and Domestic Relations Court in Alexandria. In her role as a CASA volunteer, she extended herself that extra mile for the family involved and handled her advocacy work quietly and thoroughly. As SCAN Board President, Ms. Collis focused the resources of the organization on placing more emphasis on public education and awareness of child abuse and neglect. She helped to develop Child Abuse Prevention Month activities in Alexandria and promoted child abuse prevention through guest appearances on local cable programs. Together with her husband, Governor Mark Warner, Ms. Collis established the Collis Warner Foundation, a longtime dream. The Foundation is dedicated to promoting family and children's issues in Virginia. Through the Collis Warner Foundation, Ms. Collis has supported a number of initiatives, including bringing parent education classes into communities with high incidence of child abuse and neglect. As a champion for the prevention of child abuse and neglect, First Lady Lisa Collis is dedicated to a brighter future for children and families in Virginia.

VIRGIN ISLANDS

Michal Rhymer-Charles

Executive Director

Family Resource Center, Inc.

16B and 17 Commandant Gade

St. Thomas, VI 00802



Michal Rhymer-Charles, a strong and influential advocate for children and for women and men who are victims of domestic violence, serves as the Executive Director of the Family Resource Center.

She initiated the annual Domestic Violence Awareness March, which attracts hundreds of individuals from all segments of the community who participate to show their support for victims. Ms. Rhymer-Charles works closely with all components of the criminal justice system to support victims throughout the prosecution of their perpetrators. Her support for children who are

abused and neglected is evident in her close affiliation with the Office of Intervention of the Department of Human Services: the Family Resource Center provides the critical response to children and families who have suffered abuse and need emergency shelter. Annually, Ms. Rhymer-Charles educates hundreds of parents about the prevention of child abuse and sexual molestation. She insists: "Breaking the silence surrounding child sexual abuse is critical to its prevention." As a community activist, Ms. Rhymer-Charles serves as the Vice-Chair of the Domestic Violence and Sexual Assault Council of the Virgin Islands.

WASHINGTON

Kip Tokuda
Family Youth Services
City of Seattle
Human Services Department
Alaska Building, Fourth Floor
618 2nd Avenue
Seattle, WA 98104



Kip Tokuda, a tireless advocate on behalf of children and families, currently serves as the Director of the City of Seattle's Human Service Department's Family and Youth Services Division and as a member of the national Prevent Child Abuse America (PCA) Board of Directors. Recently, Mr. Tokuda concluded eight years (1994-2002) in the Washington State House of Representatives, representing the 37th legislative district in Central/Southeast Seattle. He served as the Chair of the House Children and Family Services Committee as well as a member of the House

Appropriations and the House Juvenile Justice and Family Law Committees. In his role as a State representative, Mr. Tokuda acted as a strong advocate for children, individuals with developmental disabilities, and working families. He successfully passed a "Special Needs Adoption" bill designed to meet the needs of disabled children who are adopted through the State; proved instrumental in passing the "Homeless Children's Lawsuit" bill, which provided services for over 60,000 homeless families with children in Washington; and contributed to passage of the "Foster Care Quality and Accountability" bill. Prior to his terms in the legislature, Mr. Tokuda served as the Executive Director of the State's Washington Council for the Prevention of Child Abuse and Neglect. In that capacity, he led the charge to develop policies, raise awareness, and advocate on behalf of children and families in Washington.

WEST VIRGINIA

**The Honorable
Jeffrey B. Reed**
Circuit Court Judge
Fourth Judicial Circuit
#2 Government Square
Suite 221
Parkersburg, WV 26101



The Honorable Jeffrey B. Reed, a Judge with the Fourth Judicial Circuit, Wood and Wirt Counties of West Virginia, devotes much time and energy to making statewide improvements in child abuse and neglect court proceedings. He serves as the chair of the West Virginia Court Improvement Board, appointed by the Supreme Court of Appeals of West Virginia. Under his leadership, the Court Improvement Board has provided countless hours of high quality cross-disciplinary training to lawyers, social workers, prosecutors, judges, and mental health professionals across the state. The

Board also developed the Juvenile Abuse and Neglect Information System, which is an automated case information system for use by the Courts. Other initiatives on the part of Judge Reed include CASA training, judicial training, a court pilot project, the development of the West Virginia Judicial Benchbook for child abuse and neglect, and the creation of Court Rules for Child Abuse and Neglect Proceedings, which were adopted by the West Virginia Supreme Court of Appeals. Additionally, Judge Reed serves as a member of the Wood County Commission on Crime, Delinquency and Corrections; a member of the Court Technology Committee of the West Virginia Judicial Association; and an Adjunct Professor at West Virginia University-Parkersburg in Business Law and Criminal Law.

WISCONSIN

Norman E. Brickl

Director (Retired)

Sauk County Department
of Human Services
840 Log Lodge Court
Baraboo, WI 53913



When Norm Brickl became the director of Sauk County Department of Human Services in 1987, he brought with him a vision grounded in family-centered values and strength-based services for children and families. He proceeded to implement a coordinated service delivery system for families dealing with multiple systems and complex issues. A public-private partnership was developed in an effort to enhance collaboration across systems and to increase community and family involvement. Mr. Brickl, who has devoted his entire career to working on behalf of

children and families within the child welfare system, has transformed the way children and families are involved with and receive supports and services throughout Wisconsin as well as in Sauk County. Prior to Sauk County, he held a variety of direct service and administrative positions at both state and county levels. Mr. Brickl has demonstrated leadership and a strong commitment to prevention and early intervention strategies, which support families in achieving self-sufficiency through formal and natural support systems. As a leader on statewide issues, he has been a driving force behind the development of the Southern Training Partnership. One of four statewide training partnerships, the Southern Training Partnership delivers competency-based training for child welfare case managers. Mr. Brickl served as an active member in the steering committee for this partnership and later as the chairperson. Additionally, Mr. Brickl has been involved in the statewide training council, again in the capacity of chairperson. His leadership of both these groups facilitated the development of a strong, statewide training system for child welfare case managers and supervisors. He has served on a variety of statewide committees in his efforts to achieve a positive impact on services at state and county levels. Although Mr. Brickl retired from his current position in 2003, his commitment to the field endures as he intends to continue to work with the partnerships to enhance the knowledge and skill level of child welfare case managers and to consult on projects that have statewide impact on the manner in which services are delivered to children and families in Wisconsin. An exemplary leader, Norm Brickl's actions and contributions establish him as a true asset to Wisconsin's child welfare system.

WYOMING

**The Honorable
Gary P. Hartman**
District Court Judge
5th Judicial District
PO Box 408
Worland, WY 82401



The Honorable Gary P. Hartman is acknowledged to be one of the finest juvenile court judges and advocates for children in the State of Wyoming. Actively involved in the Wyoming Court Improvement Project as it affects children, Judge Hartman has worked diligently to standardize shelter care orders that protect the rights of children who have been abused and neglected. Judge Hartman was the first judge in Wyoming to actively engage and incorporate a multidisciplinary team for each child adjudicated abused or neglected. He developed procedures and standards for multidisciplinary teams that have become the recommended standard of the Department of Family Services for the operation of multidisciplinary teams statewide. Judge Hartman continues to work actively with the Wyoming Legislature to strengthen statutes that relate to the protection of children. He acts to protect children, ensuring their safety and well-being through active judicial oversight of cases. The consummate child advocate, Judge Hartman's leadership, commitment, dedication, and love for children have had a profound and long-lasting positive impact on the children and families of Wyoming.